| Title | | Legal Citation | Frequency | Audience | Where to Find | |
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| No Fear Act | ▼ | P.L. 107-174, Sec. 202, "Notification and Federal Employee Antidiscrimination and Retaliation Act," 13 May 2002, 5 CFR 724, CHRM 1613 | Within 90 days of onboarding and then by March of every other year Part 1 | Civilians; Military & Civilian Supervisors; | TWMS - ID #61821        https://twms.navy.mil/  Assigned by DON in your personal TWMS account | |
| Equal Employment Opportunity | ▼ | 29 CFR 1614.102(a)(4) | Annually as determined by the EEO officer.   Part 2 from above. | Military & Civilian Supervisors | TWMS -ID# 61822        https://twms.navy.mil/    Assigned by DON in your personal TWMS account | |
| Prevention of Sexual Harassment (POSH) | ▼ | SECNAV 5300.26D "Department of Navy (DON) Policy on Sexual Harassment" 3 January 2006 | Within 90 days of onboarding and then annually Part 3 from above | All Military; Civilians | TWMS - ID# 61823                https://twms.navy.mil/   Assigned by DON in your personal TWMS account | |
| Ethics/Orientation Training | ▼ | 5 CFR 2638.703-.705 | Within 90 days of the date of entrance on duty. Frequency of ethics training is determined by series, profession, and any additional guidance issued by General Counsel. | Civilians | TWMS ID# 61824    https://twms.navy.mil/     Assigned by DON in your personal TWMS account | |
| Occupational Health & Safety | ▼ | 29 CFR 1960.59(a) | Within 90 days of on-boarding and then as prescribed by command | Civilians; Military Supervisors; Supervisors | As required by each Command | |
| Antiterrorism and Force Protection Training (Part of Security Training requirement) | ▼ | DoDI 2000.16 "DoD Antiterrorism (AT) Standards" 2 October 2006 | Annually | All Military; Civilians; Contractors; Local Nationals | TWMS - "ATFP Level I Awareness Training for DoD Civilians" module Security Trng or TWMS Course ID: 581662- USMC Annual Security Refresher Training course or MarineNet course:  JATLV10000 or DON TWMS ID#61858 | |
| Counterintelligence Awareness  (Part of Security Training requirement) | ▼ | DoDI 5240.06 "Counterintelligence Awareness and Reporting (CIAR)," 17 May 2011, Revision 30 May 2013 | Within 90 days of onboarding and then annually | All Military; Civilians; Local Nationals | Local NCIS Briefings or NCIS approved source at local command or Security Refresh Trng:  TWMS Course ID: 581662- USMC Annual Security Refresher Training | |
| Physical Security (Part of Security Training requirement) | ▼ | DoD Regulation 5200.08-R "Physical Security Program" 9 April 2007 | Annually | All Military; Civilians; Contractors; Local Nationals | Delivered with counterintellegence awareness training Security Refresh Trng:  TWMS Course ID:  581662- USMC Annual Security Refresher Training | |
| Violence Protection | | MCO5580.3   1 December 2012 "Violence Protection Program" | Annually | All Military; Civilians | Delivered with counterintellegence awareness training above or Violence Prevention Program Awareness Training (ILEVPPA01A) in MARINENET, or specific Command designated training | |

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| Combating Trafficking in Persons (CTIP) | DoDI 2200.01 "Combating Trafficking in Persons" 15 September 2010 | Annually (1 Oct - 30 Sept) | All Military; Civilians; Contractors; Local Nationals | TWMS - ID# 61859, MARINENET, NKO |
| Constitution Day and Citizenship Day | 36 U.S.C. 106; P.L. 108-447 Sec. 111 | Within 90 days of on-boarding; annually provide education materials | All Military; Civilians; Contractors; ; Local Nationals | TWMS - ID# 61872 |
| Information Assurance | 5 CFR 930.301; SECNAV 5239.3B "Department of Navy (DON) Information Assurance Policy," 17 June 2009, MARADMIN 288/13 "ANNUAL CYBER AWARENESS TRAINING" | Immediately when onboarding and then annually by 31 August | All Military; Civilians; Contractors | TWMS - Civilians ID# 61875     https://twms.navy.mil/ MARINENET - "CYBER Awarness Challenge VI for Military "CYBERM0000", Contractors "CYBERC", Individuals with JWICS, NSA, SCI OR Intel Community "CYBERRINTEL" |
| Privacy Act and Personally Identifiable Information (PII) | DoD 5400.11-R "Department of Defense Privacy Program" 14 May 2007; OSD Memorandum "Safeguarding Against and Responding to the Breach of Personally Identifiable Information (PII)" 5 June 2009 | Immediately when onboarding and then annually by 31 August | All Military; Civilians; Contractors; Local Nationals | TWMS - ID# 61442   https://twms.navy.mil/ |
| Civilian Employee Assistance Program (CEAP) | CHRM 792.1 "Civilian Employee Assistance Program" | Within 90 days of becoming a new supervisor; refresher every three years | Military & Civilian Supervisors | Contact your local Civilian Employee Assistance Program Coordinator |
| Operations Security (OPSEC) | DoD Directive 5205.02E "DoD Operations Security (OPSEC) Program" 20 June 2012 | Annually | All Military; Civilians; Contractors; Local Nationals | MarineNet:  "Uncle Sam's OPSEC"  Course ID:  OPSECUS001 or http://cdsetrain.dtivc.mil./opsec |
| Performance Management | 5 CFR 430.209(c) | Annually | Civilians; Military Supervisors | As required by each Command see HRO |
| Plain Writing Act | P.L. 111-274 | Annually | Civilians; Military Supervisors | https//:plainlanguage.nih.gov/CBTS/Plain LA Item |
| Records Management | DoDD 5015.2 "DoD Records Management Program" 6 March 2000, SECNAVINST 5300.26D | Annually, Prior to January 30 | Civilians | TWMS:  ID# 61995     https://twms.navy.mil/ MarineNet:  "Records Management:  Every Marine's Responsibility" Course ID: M01RMT0700 for FY15 only |
| Telework | 5 U.S.C. 6503 | Required prior to start of a telework agreement | Civilians; Military Supervisors | TWMS - "Telework for DON Employees" or "Telework for DON Supervisors" https://twms.navy.mil/ |
| Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) | 38 U.S.C. 4335 | Annually | Military & Civilian Supervisors, All HR Personnel | HRU Course:  "DON Uniformed Services Employment and Reempkoyment Rights Act (USERRA) at www.hru.gov or under TWMS supervisory trngs titled " DoD USERRA" |

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| Employment of Individuals with Dsabilities (A Roadmap) | Executive Order 13548 | No specified timeframe | Military & Civilian Supervisors  HR Professionals | HR UNIVERSITY |
| Drug Free Workplace Program (DFWP) | CHRM 792.3 "Drug Free Workplace Program" | Within 6 months of becoming a new supervisor; refresher every three years | Civilians; Military & Civilian Supervisors, HR Professionals | TWMS |
| Merit Systems Principles | ASN Policy Memorandum, "Merit Systems Principles Mandatory Training for Hiring Managers." 26 December 2012 | Prior to returning a certificate in the Selection Manager application during the hiring process | Military & Civilian Supervisors, HR Professionals | TWMS - "Merit Systems Principles Basics for Hiring Managers" https://twms.navy.mil/ |
| Sexual Assault Prevention and Response (SAPR) | National Defense Authorization Act (NDAA) 2012, Section 1615 | Annually | All Military; Civilians | Sexual Assault Prevention:  One Team, One Fight" - provided face to face by command/director/or agency reps the first time and then online at TWMS annually after the first session TWMS Course:  "DON Sexual Assault Prevention and Response, One Team, One Fight." |
| Supervisory Training | USC 4121; 5 CFR 412; National Defense Authorization Act (NDAA) 2010, Section 1113 | Within 90 days of on-boarding and refresher training at least once every 3 years | Civilian Supervisors, and Military who supervise Civilians | Required TWMS: 17 MODULES under 5 Areas of Responsibility (HIRING TALENT - to include:  Hiring Talent, Position Management & Classification, On-Boarding; MANAGING PERFORMANCE - to include: Recognition, Incentives & Awards, Addressing Poor Performance, Performance Management Phases; DEVELOPING TALENT - to include:  Training & Development, Creating and Engaging Work Environment, Coaching/Counseling/Mentoring; MANAGING THE WORKPLACE - to include:  Diversity and Inclusion, Workers Compensation, Reasonable Accommodations, Managing Conflict, Labor Relations, Workforce Planning; OTHER - to include:  Critical Transitions, Leading Change.)   Local face-to face trng is authorized in place of TWMS modules as long as all the competencies in the TWMS modules are certified "met".  Leave and Hostile Work Environment are under construction and not required until TWMS modules are completed. |